
HUGHLETT "LELAND" GREEK
2291 SE 37th Road, Bushnell, FL 33513
Home: (352) 569-4172 | Cell: (352) 544-7070
Email: lgreek1@cfl.rr.com

Objective To use my education and 30 years of multifaceted, progressive emergency services career experience, and servant leadership philosophy to lead a dynamic organization. Capitalizing on the organization's current resources and future opportunities engaging all stakeholders in establishing a premier organization we will all be proud of.

Experience 2008-Current Sumter County Fire Rescue Bushnell, FL

Deputy Chief

- Assigned to Operations, then to Administration and EMS
- Organizational planning and management of a combination department
- Budget and policy preparation and management
- Senior Command Staff member

1998-2008 City of Seminole Fire Rescue Seminole, FL

Section Chief

- Assigned to oversee EMS and Training Divisions
- Program development, planning and budget preparation
- Command Staff member

1993-1998 Brevard County Fire Rescue Rockledge, FL

Training Captain

- Planning, development and delivery of fire and EMS training programs
- Provide training for volunteers and career members countywide
- Department Safety Officer, emergency scene Incident Commander

1987-1993 Brevard County Fire Rescue Rockledge, FL

Lieutenant

- Assigned to supervise 2-unit career station, working cooperatively with volunteers
- Charter member of County Hazardous Materials Team
- Attained Paramedic certification

1981-1987 Brevard County Fire Rescue Rockledge, FL

Firefighter

- Received extensive Hazardous Material training
- Attained Fire Officer certification

1989-1990 Cape Canaveral Fire Dept. Cape Canaveral, FL

Assistant Chief (Vol. Position)

- Worked as career FF/PM
- Assisted in training and personnel development
- Port and Shipboard emergency planning

Education	2007 Grand Canyon University	1997-2002 National Fire Academy
	<ul style="list-style-type: none"> ▪ M.S., Executive Fire Service Leadership 	<ul style="list-style-type: none"> ▪ Training Program Management
	2005 National Fire Academy	<ul style="list-style-type: none"> ▪ Fire Service Course Design
	<ul style="list-style-type: none"> ▪ Executive Fire Officer Program 	<ul style="list-style-type: none"> ▪ Fire Service Financial Management
	2002 Warner Southern University	<ul style="list-style-type: none"> ▪ Strategic Management of Change
	<ul style="list-style-type: none"> ▪ B.S., Organizational Management 	<ul style="list-style-type: none"> ▪ Executive Development
	1999 Brevard Community College	<ul style="list-style-type: none"> ▪ Executive Leadership
	<ul style="list-style-type: none"> ▪ A.S., Fire Science 	Many continuous educational training programs
Certifications	Firesafety Inspector	Florida Certified Paramedic ACLS/BLS
	Instructor III	BTLS Advanced PALS
	Fire Officer I	Certified Firefighter II (Florida Compliance)
Professional Designations	Chief Fire Officer	Executive Fire Officer
	Chief Medical Officer	
Memberships	IAFC VCOS, MIFireE, Florida Fire Chiefs Association, FAREMS	Interests Church, family, running, camping, computers.

Douglas, Jessica

From: Arnold, Bradley
Sent: Thursday, May 19, 2011 7:49 AM
To: Douglas, Jessica
Subject: FW: Spreadsheet
Attachments: Copy of Compensation justification Greek 5-2011.xls

Please use this email and attachment as part of the ES. The ES should follow that of Scott Cottrell's confirmation. Bradley

From: Arnold, Bradley
Sent: Wednesday, May 18, 2011 7:58 PM
To: Greek, Leland
Cc: @County Commissioners; Howell, Sandee; Fields, Kitty
Subject: RE: Spreadsheet

Leland,

I have reviewed your argument and with the existing and proposed responsibilities (Emergency Management), \$91,270 does provide for an appropriate alignment with my high expectations of each of our Division Heads' relative responsibilities. Please note that the \$91,270 does include the compensation for the Paramedic Certification and will not be provided as an added incentive to this figure.

This is accepted on my part pending the final background check and final confirmation by the BOCC of you as the Fire & EMS Division Director.

Bradley

COMPENSATION JUSTIFICATION MATRIX

Justification of pay rate is required when the pay rate is above minimum of the range for the job classification. The purpose of this matrix is to document the justification of the maximum percentage above minimum that can be offered to an employee provided the rate fits within the department's pay for like positions taking into account education and experience of employees filling those positions and budget availability.

	Insert Application Information	%
Applicant has additional applicable education over and above the education requirement specified in the job description. <i>Percentage is based on Education Increase Schedule in annual Classification 1) and Compensation Schedule.</i>		
Applicant has additional years of applicable experience (1% for 2) each year of service up to 10 years).		10.00%
Applicant has certificates that are applicable to the position and specified in the Education Increase Schedule in the annual Classification and Compensation Schedule (5% total 3) maximum).	Executive Fire Officer & Chief Fire Officer Designation	5.00%
Applicant has other certificates applicable to the position that is not specified in Classification and Compensation Schedule 4) (7.5% total maximum).	Chief Medical Officer	2.50%
5) Other: (Recruitment Environment)	Market Study implementation did not include the added responsibilities of managing the ambulance contract. The potential of emergency management is already included and no further compensation will be warranted due to this eventuality. The recruitment environment demonstrated the level of competency of D/C Greek as our in-house candidate and the ramp up time is greatly reduced. The additional fact that Paramedic Certification is in hand is beyond the requirements of the job description and notably an asset for the contract management of the ambulance contract and ALS and BLS management of the Sumter Fire & EMS Division. Finally, the additional percentage is related to the negotiated compensation for the full implementation of the foundation and advancement of the Fire & EMS Combination Type Division	27.46%
Total percentage value of justification over the minimum range		44.96%

NAME OF APPLICANT:

H. Leland Greek

DATE OF SUBMITTAL:

16-May-11

SUBMITTED BY:

Bradley Arnold

PAY RATE RECOMMENDED	43.88
% Above Minimum	44.96%
Pay Range Number	34
Minimum of Pay Range	30.27
Midrange	39.20
Maximum of Pay Range	48.13
Comparison Rate of Existing Employee(s) in this position	
Employee's current salary, does not include PM incentive of \$6,000	33.05

2080 91,270.02

2080 62,961.60

2080 81,536.00

2080 100,110.40

91,270.00

2080 68,744.00

Notes: